

YOUR JOB IS SECURE!

Employer Support of the Guard and Reserve

1-800-336-4590 * www.esgr.org

As a uniformed service member, you have rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA), Title 38, Chapter 43, United States Code.

Your Rights:

- Military leave of absence (up to five years of voluntary service)
- Prompt reinstatement back into your job
- Accumulation of seniority, including pension plan benefits
- Reinstatement of health insurance, regardless of pre-existing conditions
- Training or retraining of job skills, including accommodations for disabled
- Protection against discrimination

Your Responsibilities:

| | |
|----------------------------|--|
| Before Reporting for Duty: | Provide prior notice to employer (preferably in writing) |
| While Performing Duty: | Serve under honorable conditions |
| After Release from Duty: | Return to work in a timely manner |

Reemployment Timetable:

| | |
|------------------------------|---|
| Less than 31 days of service | -Report next work day after safe travel home and 8 hours of rest |
| 31-180 days of service | -Apply for reinstatement within 14 days of release from active duty |
| Over 180 days of service | -Apply for reinstatement within 90 days of release from active duty |

How to Resolve an Employment Issue:

- Inform your unit/military chain of command
- Contact ESGR (1-800-336-4590, ncesgr-ombud@osd.mil or www.esgr.org)
- If not resolved, contact the Department of Labor (1-866-4-usa-dol or www.dol.gov)
- May consult a private attorney (at own expense, precludes ESGR assistance)

How to Recognize a Supportive Employer:

- Nominate them for an award from ESGR
- Go to the ESGR web site at; www.esgr.org
- Click on 'Military Members' and then 'Patriot Award'
- Fill out and submit the Patriot Award nomination form right on line!

Other Helpful Web Sites:

- www.tricare.osd.mil/reserve, information on TRICARE coverage
- www.sba.gov/vets, information for small business owners
- www.soc.aascu.org, information for college students
- www.usmilitary.about.com/od/sscra, Servicemembers Civil Relief Act (SCRA)
- www.militaryonesource.com, on-line counseling, information and resources

